



# San Diego Municipal Employees Association

Newsletter  
Fall/Winter 2015

viewpoint



**Recognizing Current and  
Past MEA Presidents**





## on the cover

MEA has had the good fortune of having some very dedicated and committed leaders who have sacrificed a great deal in order to uphold our Union's values and guiding principles.

Featured on the cover are former Presidents John Torres and Bob Cronk along with current President Greg Woods. Thank you for your many contributions and sacrifices that have greatly benefited your Union family.

For more on our current and past presidents, please turn to pages 3, 12 and 15.



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# President's Message



This year MEA is eighty nine years strong and our task of protecting our Union and our pursuit of better terms and work conditions through collective bargaining moves forward.

I am Greg Woods and I've been a MEA member for twenty five years and I'm honored by the privilege to serve as your President. Over the years I've met and worked with a lot of members, but I'd like to introduce myself to those who I haven't met.

I started working for the City of San Diego in 1990 in the City Treasurers' Delinquent Account Program. I enjoy working for the City but that wasn't always the case. Growing up in Michigan, I knew the value of the labor union and I joined MEA as soon as I could.

I grew up in a family that was socially conscious and active and those traits were passed down to me. As soon as the opportunity presented itself, I ran for a seat on MEA's Board of Directors. Since then, I've served on MEA's Executive Committee, Stewards, Negotiating Team and as our Union's First Vice President.

I know what it's like to need help and to receive that support, which is why I try to do the same for others. I am one of you, and I will be available if you need me. I'm here to talk,

though I will probably also try to recruit you to get more involved with your Union.

History has shown us that we are only as strong as our membership. I've watched our Union ride the treacherous waves of internal struggle and growth, political scapegoating, public ridicule, harsh economic times and bad, just bad City policy. We overcame those struggles because we banded together.

As we continue to work under the constraints of Proposition B, I have found consolation in the expressions of appreciation from members who had recently completed their flex benefit enrollment. The increased flex dollars and zero increase in health insurance premiums is some welcome relief to our paychecks. That relief was made possible by your membership in MEA, the combined efforts of your Executive Committee and Board of Directors, your talented and dedicated MEA staff and of course, your General Manager Mike Zucchet and Legal Counsel Ann Smith.

There may be times that we are subjected to circumstances that we must endure, but in the traditional spirit of MEA, there will never be a time that we won't fight for what we have rightfully earned. Protect your Union!

Finally, I just wanted to recognize outgoing MEA President Bob Cronk. Congratulations to Bob for his well-deserved promotion to Deputy Director in the Library Department! Thank you Bob for all of your time, effort, leadership and sacrifice on behalf of our Union. You are a true warrior, friend to all of us and a fantastic human being. We miss you already and wish you the very best.

*Gregory Woods*



Hi All,

I am writing to you with mixed emotions because I was recently promoted out of MEA's bargaining unit. I am a very lucky man for having had the opportunity to serve as an Officer with my sisters and brothers at MEA. I've learned a lot and shared many wonderful experiences with my MEA family. I know the Union is in excellent hands and I considerate myself fortunate that I had the honor of serving during a time when there were a great deal of obstacles and positive changes. You have great leadership in your new President Greg Woods, General Manager Mike Zucchet along with our excellent Officers and MEA staff. Thank you for letting me serve you and I look forward to seeing you all throughout the City.

## Officers

Greg Woods	President
Jan Lord	2nd Vice President
Candi Mitchell	Treasurer
Lisa Goehring	Secretary

## Executive Committee

Sam Cerrato	Library
Mary Enyeart	Police
Francine Howell	City Attorney
Pete Lynch	Development Services
Joe Miesner	Library
Steve Ramirez	Environmental Services

## Board of Directors

Brian Anthony	Park & Recreation
Beverly Asbill-Gumbs	Public Works
Juan Baligad	Public Works
Thomas Battaglia	Financial Management
Isabelle Camacho	Engineering & Capital Projects
Sam Cerrato	Library
Michele Chicarelli	Park & Recreation
Mary Enyeart	Police
Sarah Erazo	Park & Recreation
Jennifer Geran	Library
Amy Hill	City Clerk
Stephanie Hoover	Public Utilities
Francine Howell	City Attorney
Graham Hufford	Engineering & Capital Projects
Rene Kaprielian	Environmental Services
Jan Lord	Human Resources
Pete Lynch	Development Services
Dominic Marostica	Library
Erika McNeill	Public Utilities
Gabrielle Mead	Police
Joe Miesner	Library
Candi Mitchell	Water
Michael Prinz	Planning
Steve Ramirez	Environmental Services
Arnilda Reyes	Transportation & Storm Water
Catherine Rivera	Police
Scott Robinson	Communications
Jeff Robles	Development Services
Leslie Simmons	Retiree Representative
Sammie Taylor	Public Utilities
Susan Taylor	Real Estate Assets
Cody Wilkinson	MWWWD
Greg Woods	Treasurer
Nick Wright	Fire Rescue

## MEA Stewards

Francine Howell	Chief Steward
Adele Campbell	Police
Kathryn Campbell	Library
Michele Chicarelli	Park and Recreation
Dwayne Clayton	Auditor/Comptroller
Alice Daniels	Purchasing & Contracting
Mary Enyeart	Police
Graham Hufford	Engineering & Capital Projects
Jan Lord	Human Resources
Cassandra Maslowski	Police
Gabrielle Mead	Police
Kirk Momon	Environmental Services
Steve Ramirez	Environmental Services
Tia Ramirez	City Attorney
Sherry Riley	Development Services
Catherine Rivera	Police
Leon Sauls	Transportation & Storm Water
Janice Stevenson	City Attorney
Charlette Strong-Williams	Facilities Financing
Sammie Taylor	Public Utilities
Kimberly Vance	Economic Development
Greg Woods	Treasurer



## Pension Reform "Leadership" Comes Home to Roost

In June 2012, the voters of the City of San Diego passed Proposition B, a ballot measure initiated by then-Mayor Jerry Sanders. Dubbed "Comprehensive Pension Reform" by its supporters, Prop B mandated a number of pension and pay related changes for City employees, most notably that defined benefit pensions no longer be offered to newly hired workers (except sworn police officers).

MEA has challenged Prop B and will continue to fight the legality of the measure. After prevailing on round one of that legal challenge, we continue to await round two. (See Ann Smith's legal update on page 5.)

Setting aside the legal fight for a moment, Prop B has now been in effect for three years, and its impact on the City of San Diego has been substantial. Substantially bad. And it is likely to get worse in the coming months and years, as it threatens the ability of

the City to hire new employees and deliver essential services.

In 2012, Mayor Sanders promised San Diego voters that if Prop B passed, they would be "taking the lead" with pension reform, that other cities would follow and that defined benefit pensions in California would soon be a thing of the past. He boldly said that "San Diego has the opportunity to become a national model in pension reform, and I can't think of a better place than America's Finest City to lead the charge."

But nobody followed. We didn't lead anything. Not one other city in San Diego County eliminated pensions. Not one other city in the State of California. Not one other city in Arizona, Nevada, Oregon or any other state that we compete with for workers. San Diego is the only major city in the western United States that does not have defined benefit pensions for newly hired municipal employees. We are all alone.

The practical effect is that a significant chunk of people pursuing a career in public service won't apply to work for the City. Why would they when they can go to any number of other jurisdictions and not only earn higher pay, but also earn a defined benefit pension? Add to that reality a stronger economy, unemployment below 5% in San Diego County and a tight job market with tough competition for the most qualified applicants, and the City suddenly finds itself in the midst of a severe hiring crisis.

The majority of the hundreds of new positions created by the City in the last two budget cycles have yet to be filled. The City has had trouble even keeping up with normal attrition

and retirements in the last six months, let alone expanding its forces. Most notably, in the mid and upper levels of the City, applications for lateral transfers from other public jurisdictions have dried up completely. After all, why would someone with several years of service credit in a pension system with reciprocal benefits in every other city give that up to work for the City of San Diego and a 401k?

The bottom line is that the City finally has the money to restore City services, catch up on decades-backlogged infrastructure issues and embark on other exciting new initiatives. They just aren't able to hire the employees needed to get the job done.

Publicly, some Prop B supporters blame other factors for the City's recruitment woes. Privately, they acknowledge a real problem exists since no other city followed San Diego's pension reform "lead." How odd it is that some Prop B supporters are even quietly rooting for MEA to prevail in its legal challenge, so that the City can be bailed out of the fallout from its own political folly.

On election night in 2012, Mayor Sanders proudly proclaimed that Prop B "definitely ends the pension crisis." Prop B did no such thing. The pension crisis had already been addressed at the bargaining table with the concessions and sacrifices of City employees since 2005. But what Prop B did do is create a new crisis -- a recruitment and hiring crisis for the City of San Diego that is already impacting the City's ability to operate on several fronts. And things are likely to get worse unless the City takes some action to address the issue.



## Prop B Pension Challenge; Bid for Sub-Equal Attorneys' Fees; and PSC "Window Period" Case – All On Appeal

Except for sworn police officers, City employees hired after July 20, 2012, are not members of the San Diego City Employees Retirement System and they have *no* defined benefit pension – only a defined contribution 401(k) plan. This is the outcome imposed after former Mayor Jerry Sanders led a citizens' initiative to pass Prop B at the polls in June 2012.

MEA took the lead in challenging this conduct as a violation of the City's duty to meet and confer under the State's public sector collective bargaining law. After a full evidentiary hearing before an Administrative Law Judge in 2012 – complete with MEA's extensive cross-examination of the former Mayor – followed by post-hearing briefs, the Judge issued a proposed decision in MEA's favor, striking down Prop B as the product of an unfair labor practice. The Judge ordered the City to rescind Prop B and return to the pre-Prop B status quo while also making affected bargaining unit employees "whole" for lost pension benefits under SDCERS, plus interest at the rate of 7% per annum.

The City filed exceptions to this proposed

decision with the Public Employment Relations Board (PERB) – telling PERB to stay out of this "citizens' initiative" process and turn a blind eye to both Mayor Sanders' role and the City Council's inaction. Through counsel, the official "ballot proponents" also filed an information brief with PERB. MEA responded and the filings in the case were complete in October 2013. But we continue to wait for the Board's decision. **Our case is now #5 on the Board's docket of 46 pending unfair practice and representation cases.** *Maybe* we will have our answer (and a welcome one at that!) before the 2015 calendar year ends.

On another appeal front, MEA has joined the Firefighters and Police unions and AFSCME Local 127 in an appeal before the Fourth District Court of Appeal seeking recovery from the City for the attorneys' fees incurred to defeat the City's "substantially equal contribution" pension case during three years of litigation. MEA's collective efforts with these three other unions defeated the City's attempt to change the SDCERS contribution rules after several decades and make employees pay for half of all SDCERS' investment losses.

City Attorney Goldsmith cooked up this new-fangled "Charter" theory in response to the pension system's losses during the great recession – after the City alone had taken all the pension system investment *gains* for the prior 6 decades. We filed our appellate brief on this fee issue in May; the City's response is due in August and will be followed by our Reply Brief within 80 days of that filing. Once the briefing is complete, we get "in line" to wait for oral argument before a 3-judge panel – likely at least a 7-month wait.

MEA's appeal in the PSC "window period" litigation is on a similar track – our opening appellate briefs against the City and SDCERS were filed in May; their Respondents' Briefs are due in August and our Reply Briefs 80 days later. Then the same wait for oral argument begins.

Even when you are properly focused on your work and personal lives, MEA is in there fighting for you with lots hanging in the balance for 2015-2016.

*If you're injured, let the team that helped save City pensions fight for you.*

Serving MEA and its Members since 1985

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# Miramar Landfill Greenery Continues to Raise the Bar



MEA is proud to announce that the Miramar Landfill's Greenery section was recently awarded the prestigious Dave Hardy Leadership in Organics Award. The annual award is given by the California Resource Recovery Association (CRRRA) to one facility each year that exemplifies "going above and beyond" in their efforts. The Miramar Greenery has long been recognized as a leader in composting food waste and conducting research related to organic waste diversion. The Greenery has been operating for over 25 years, and countless employees have contributed to its success and growth over the years.

Special thanks to MEA member Renee Robertson who oversees the operation. She is an incredible steward for the program and she has an amazing staff who works hard to

maintain a world-class greenery program. It is so well known that government officials from all over the world and United States have toured the facility in order to replicate the greenery system in their own region.

In fact, a woman in Tijuana reached out to the Miramar Greenery with questions and advice on how she could do something similar in Mexico. Ever since, Renee has provided a great deal of technical assistance and guidance in order to help create a similar facility in Tijuana.

Due to these successful efforts, Tijuana recently received a \$3.5 million peso grant from "SEMARNAT" (the Mexican government's EPA) for the purchase of some much needed equipment. In addition, a group from a San Francisco university is working on a business

plan for the Tijuana facility in hopes of obtaining a U.S. EPA bi-national assistance grant. It is the hope of many that this project will eventually serve as an example of bi-national cooperation and assistance with our sister city. As the U.S. EPA and many City leaders have acknowledged, the success of environmental efforts in Tijuana greatly impacts San Diego.

The achievements of both the Miramar Greenery and the Tijuana facility are due in large part to the Landfill staff who have a great deal of passion, knowledge and experience that they share with others with a greenery vision. Congratulations again to Renee and all of the Miramar Greenery team for being recognized with this prestigious award!





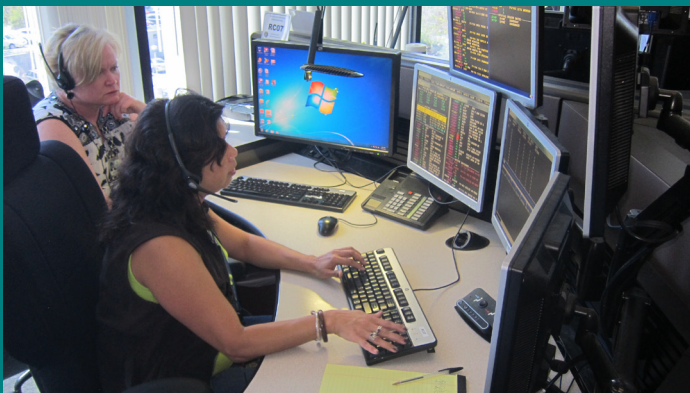
# *MEA Is Working For You...*



Senior Labor Relations Representative Kelly Cruz met with combination inspectors from Development Services to discuss new certification requirements.



ME staff member Cathleen Higgins discusses new proposed work standards with the Communications Department staff during a meet and confer session.



Cathleen Higgins sat with police dispatchers during their shift in order to better understand the high pressure situations and constant demands of their jobs.



MEA stewards Bree Mead and Adele Campbell welcomed and checked members in at the start of the General Membership Meeting.



Supervising Labor Relations Representative Nancy Roberts met with employees from the Library Department to talk about changes to work schedules resulting from the City Council's decision to restore hours to the libraries.



Boardmember Brian Anthony stayed late to put away tables after the General Membership Meeting.



# Howard Greenstein

## Planning Department

Please provide a brief history of yourself—where you were born, where you went to school, some jobs you had before working for the City, stories about your siblings and family, etc.

I was born and raised in the Italian/Jewish neighborhood of Bensonhurst in Brooklyn, NY (where The Honeymooners, Welcome Back Kotter, and Saturday Night Fever were set). I lived in the same 5<sup>th</sup> floor apartment until I left the city shortly after graduating college. I attended Lafayette High School where both Sandy Koufax and Larry King went as well.

One of my more fun summer jobs was driving a NYC taxi cab (way before Uber!). One time, I had a guy jump into the back of my cab who asked me to drive him cross town. When I looked into my rear view mirror, I realized it was Woody Allen! A different time, I had a bit of a wild ride driving Mac Rebennack (Dr. John the Night Tripper) to La Guardia Airport. The other taxi cab confessions are not suitable for the Viewpoint...

What do you miss most about being a kid?

I miss discovering life and being carefree. When you're young, life is a constant adventure of new experiences, and occasionally you feel like you've found some new thing, or fact, or concept, and you can say to yourself "Oh, now I get it!"

I also loved staying up late and catching fireflies on summer evenings, and having "snow days" when school was closed and we could build snow forts in the middle of the street. I also miss finishing half a box of Chips Ahoy cookies while lying on the carpet and watching TV.

What is your favorite time of the day?

When I come home from work I ask my son, Ben, "Do you know what my favorite part of today is?" and he knows the answer is "Right now!" But really, I'm a night person. I usually can think more clearly at night. I think the night can be a magical, romantic and mysterious realm that is a fertile sanctum for creative ideas.

How did you meet your wife?

How I met and finally married my wife is an epic tale that spans a couple of decades and continents, and best enjoyed over a bottle of wine or two. The short version is that my lovely wife, Mary, and I are both landscape architects. Mary, who's English, had recently finished college in Manchester, U.K. and came to Houston, TX, where I was working at the time, to work as an exchange student in the summer of 1981. We met at an American Society of Landscape Architects (ASLA) dinner in Houston, and it was love at first site; I even kissed her that night. A few intermittent visits across the Pond, a number of other relationships for both of us, many air mail letters (this was pre-Internet), and too much time passing, and I finally proposed on New Year's Eve in 1992. We were married in San Diego in January of 1994. You could say our story was a little like When Harry Met Sally meets Green Card.

When was the last time you were nervous?

When MEA asked me to do this Boardmember Spotlight section!

If you could learn to do anything, what would it be?

I would learn how to figure out what I want to do when I grow up.

What was the first week like at the City? Any good "transition" stories?

It was a career change for me. I previously worked on drafting boards (yes, before AutoCADD) at private landscape architectural firms. When I first came to work at the Planning Department, I was given a desk and asked to review permit applications. Everyone was very nice and welcoming though. I still work with some of those people today, over 27 years later.

What is something that you would like MEA members to know about you?

My son, Ben, made it on the cover of The Viewpoint in 2009. He and I were featured on 4 billboards around town in 2007 during MEA's campaign to raise public awareness about the contributions of City employees when we were under attack by the right-wing, anti-labor interests at the time.





# 2015 BENEFIT OPEN HOUSES

Thank you to all of those members who attended one of the many benefit open houses that MEA hosted in May and June. We held these events in several different City locations and at various times in order to make it more convenient for you and your colleagues to break away from your busy workdays.

Even though it's done on an annual basis, we know that the open enrollment process can be a little overwhelming (especially

for those of you who are new to the City). It is our hope that these benefit open houses provided you with an opportunity to have your questions answered by speaking directly to a plan representative. That is why Sharp, MetLife Dental, VSP Vision, Aflac, Liberty Mutual and several other representatives were at these events. Hopefully you also grabbed some of the free goodies and were one of the lucky raffle prize winners. For those of you who attended one of the larger benefit open house events,

we hope you enjoyed Aflac's PGA Tour truck and tried your swing out on the golf pro simulator.

These benefit open houses wouldn't be possible without the tireless of Jon Hayes, Will Stover and everyone who works in MEA's Benefit Department. If you have any benefit question or concern, please do not hesitate to contact Jon and his team at (888) 217-9175 or [benefits@sdmea.org](mailto:benefits@sdmea.org). We look forward to seeing you at next year's benefit open houses!







## Updates to the City's Catastrophic Leave Program

Many of you received the notice from the City that the Catastrophic Leave Program is being revised and renamed. There are now two leave-sharing programs called the Catastrophic Leave Plan and Medical Leave-Sharing Plan.

We have been contacted by several members who, after they read the City's notice, were confused and concerned that catastrophic leave was being adversely changed. The bottom line is that for catastrophic leave requests that are made for medical issues (which represent the vast majority of catastrophic leave requests and donations), there is no change. The following is intended to better explain and simplify the City's catastrophic leave explanation.

There is still a Catastrophic Leave Program which is available for all City employees from the date they are hired. Previously, there was just one plan, regardless of whether your catastrophic leave request was due to a major health crisis or a non-medical emergency (such as house fire). Now, catastrophic leave requests will be separated into medical and non-medical. The other change is that for non-medical leave donations only, the employee will be taxed on their annual leave donations, not the person who the hours were donated to.

This will **not** affect the vast majority of catastrophic leave requests since most leave banks fall under the auspice of major health emergencies. Also, medical leave banks can still be established if the employee or their family members are experiencing the medical emergency. A family member is defined as a spouse, registered domestic partner, parent, child, grandparent, grandchild or an in-law or step-relative in one of these relationships. For example, a City employee can establish a medical leave bank in order to care for a parent who has suffered a heart attack. Essentially, nothing has changed for the Medical Leave Sharing Program: the recipient of the donated leave will still be taxed at the time the leave is taken, not the donor of the leave hours.

If you believe your catastrophic situation would qualify for either leave bank plan, please contact your department's payroll specialist. After your leave bank has been approved by the Human Resources Department, please feel free to contact MEA in order to get your leave request disseminated to employees throughout the City.

## Introducing MEA's Supplemental Tuition Reimbursement Program

MEA is proud to announce the creation of a new MEA-sponsored program to assist our members with the costs of continuing education tuition and training.

The purpose of MEA's Supplemental Tuition Reimbursement Plan is to augment the City's current tuition reimbursement program, which currently limits reimbursement to \$1,000 per fiscal year for tuition or \$500 per fiscal year for job-related training and certification.

MEA's Board of Directors has authorized a \$10,000 annual budget to fund supplemental tuition/training reimbursements of up to \$500 per employee every 12 months.

To qualify for MEA's supplemental plan, applicants must:

- Meet the requirements set forth in AR 70.30 (the City's tuition reimbursement plan), including approval of an educational plan by the appointing authority
- Have exhausted the City's tuition reimbursement limit
- Be a MEA member for at least one year at the time of request for reimbursement

To apply, submit a cover letter detailing the request for reimbursement, accompanied by copies of relevant documents, including educational plan on file with the City, proof of reimbursement up to City-sponsored limit and proof of payment above that limit by the employee.

Applications for MEA's program will be reviewed on a first come, first served basis. Qualifying applications will be accepted and funded until the \$10,000 budget is exhausted each fiscal year.

For more information, don't hesitate to call your MEA representative at 619-264-6632.





# Labor Representative Overview

## January - July 2015

A total of 145 cases were opened in the first half of the year.

Members were represented on a wide range of issues including grievances, written counselings and warnings, fact findings, terminations and an Industrial Leave denial.

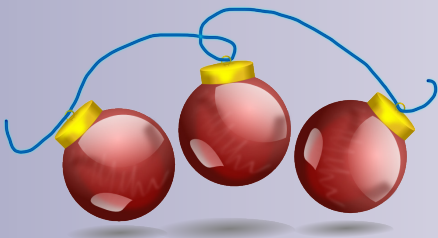
There were meet and confers in two departments, the Library and the new Communications Department. The Library has changes in work schedules due to increased library hours which were addressed. The Communications Department met to discuss alternate work schedules and work standards.

Several Labor Management Committee (LMC) meetings took place in a number of departments. In Fleet, Alia Khouri has taken over as Deputy Director and is actively addressing staffing and vehicle maintenance issues. MEA is very involved in helping to mitigate the significant negative impacts resulting from this Managed Competition. In the Police Department, MEA continues to address the severe understaffing and mandatory overtime issues that affect the 911 dispatchers. MEA welcomed new Deputy Director Kristy Reeser to the Streets Division. The department received many new positions in the budget which will go a long way in helping to pave the 1,000 miles of roads the Mayor has promised in the next 5 years. In the Print Shop, it was noted how the department has exceeded its performance measures in the five years since Managed Competition.

In his July visit, the Mayor highlighted the success of the employee bid as it relates to extending the life of the Miramar Landfill. With the new Zero Waste program, big changes are in the works at the Landfill. MEA will continue to work with the employees as they face the new challenges of implementing this program and to help move the City in the right environmental direction.

We are happy to report that over 200 City employees will receive bonuses for their contributions in finding cost savings and efficiencies through the San Diego Works Program.

On another positive note, the addition of over 400 MEA-represented positions in the Mayor's budget should help to ease employees' workloads in various workplaces throughout the City. That is, assuming the City is able to fill the new positions. Recruitment and retention challenges are growing throughout every department in the city and are beginning to affect operations in several areas.



## *SAVE THE DATE...*

**The MEA annual holiday party will be December 12, 2015. Watch for upcoming email blasts with more details and ticket information!**

## Know Your Rights: Rehabilitation and Employee Assistance Programs

We have all faced personal and professional challenges in our life that seemed insurmountable. If you find yourself in that situation, please know that there are resources and services in place to help and support you. MEA works in partnership with the City's Employee Assistance Program (EAP) which is a confidential service designed to help City employees resolve personal and workplace challenges. The discussions, referrals and treatment provided to a City employee through EAP is kept strictly confidential.

The program is codified in our MOU under Article 27 where it also states, "MEA agrees to cooperate with the efforts by Management to conduct voluntary rehabilitation programs for employees having physical or mental disabilities; however, such agreement does not preclude MEA from representing its members." Hopefully this provides members with peace of mind that accessing services through EAP does not mean that MEA cannot concurrently help you. Rather, you are entitled to assistance from both EAP and MEA in order to better equip you to face and overcome your personal and/or professional challenges. Please do not hesitate to contact MEA and EAP if you need some help. We are here to serve you!



# 2015 General Membership Meeting

On August 20, more than 300 MEA members and their families enjoyed the company of their Union family at the annual General Membership Meeting. After dinner, members heard from our special guest speaker, California State Assemblymember Shirley Weber, who talked about the importance of Unions and the progress being made in Sacramento on behalf of working families and children.

Afterward, MEA General Manager Mike Zucchet spoke of how the John Torres Champion of Labor Award came about. We were honored to have former MEA President John Torres in the audience and he received a standing ovation from his Union family. The esteemed John Torres Champion of Labor Award was then presented to City Councilmember Marti Emerald, who has always been an outspoken advocate of public employees. Marti has announced that she will not be seeking re-election for a third term on the Council, but she promised the crowd that she will continue to advocate on behalf of San Diego's working families.

Some special members were also recognized for their hard work throughout the year. Former MEA President Bob Cronk was presented with the Volunteer of the Year Award, Alice Daniels was recognized as the Steward of the Year, and Steve Ramirez was named Boardmember of the Year (read more on page 15).

MEA Legal Counsel Ann Smith provided an update on several important legal actions. After her report, Ann began drawing tickets for the illustrious raffle drawing. Dozens of members won prizes including restaurant gift cards, tickets to the Zoo, a flat screen television and a portable audio system. And it wouldn't be a General Membership Meeting unless Ann Smith raffled off some of her own cold, hard cash in her own unique way. Thank you Ann for your ongoing generosity and congratulations to those who walked away with some great prizes!

Thank you to all of those members who attended and made the General Membership Meetings such a fun and successful event. We look forward to the next opportunity to share an evening with our Union family!









# Coming to a Workplace Near You!

Thank you to all of those members who have attended a department site visit with MEA General Manager Mike Zucchet and former President Bob Cronk. MEA has facilitated site visits in numerous departments including the City Attorney's Office, Development Services, Planning, Financial Management, Environmental Services and many more.

Site visits give members an opportunity to talk with MEA's leadership and to provide feedback on what is and is not working in their department. Members also get to hear firsthand timely information on Council actions, City happenings, litigation and how to get more involved in your Union.

The site visits are generally scheduled around the lunch hour to ensure that members don't have to take time off from their busy day in order to attend. If you and your co-workers would like a site visit scheduled for your work area, please email Lora Folsom at [lfolsom@sdmea.org](mailto:lfolsom@sdmea.org). Whether you have a group of 5 or 50, MEA would be happy to schedule a site visit to talk with you and your colleagues.







## *Steward of the Year*

Alice Daniels

Congratulations to Alice Daniels for being named the 2015 MEA Steward of the Year.

Alice has been a City employee for 25 years and has served in several MEA leadership positions, including two terms on MEA's Board of Directors.

When she was asked why she enjoys being a Steward, Alice explained that she genuinely likes helping employees, especially when the situation is one sided and unfair. She explained that many times, the employee is petrified and Alice focuses on calming them down and letting them know that it will be okay. Alice's commitment to seeing a case through is second to none.

When Alice isn't working at the City or representing her Union family, she is at home baking. A few years back, Alice started Al-Baby Desserts which specializes in mini cakes and pies. The name came from Alice's brother who would walk into the room and ask, "Al Baby, what are you going to make today?" The name stuck and she's been baking up a storm ever since! Thank you again Alice for all of your hard work and your tireless efforts to protect and uphold the rights of MEA members.



## *Boardmember of the Year*

Steve Ramirez

MEA is proud to recognize Steve Ramirez as the 2015 Boardmember of the Year.

Steve has been with the City for nearly 30 years and has been on the Board for more than a decade. He also serves on several committees including Finance, Bylaws, Political Action, Standing Rules and Stewards. Steve is also an active participant on MEA's Negotiating Team.

Steve's extra effort, insights and opinions are all extremely valuable to the successful undertakings of our Union. Steve can always be counted on to provide his time, talents and resources as a Boardmember in order to further our shared goals and objectives. Thank you Steve for all you do for MEA and for your fellow San Diego City employees!



## *Volunteer of the Year*

Bob Cronk

Due to his unwavering commitment and the countless hours he has spent working on behalf of his Union family, Bob Cronk has been recognized with the Volunteer of the Year Award.

Bob's enthusiasm and outgoing personality inspire those around him to follow his lead of going the extra mile. Volunteers like Bob are the cornerstone of our organization and are vital to continuing to move our Union in a positive direction.

Bob has been an active and integral part of MEA's leadership for more than a decade and has served as both MEA's President and First Vice President. This is in addition to his work on MEA's Negotiating Team, Executive Committee, Political Action, Finance and numerous other committees. Bob is always someone that you can count on to show up and to work hard. And to have fun while he's doing it!

Thank you Bob for your many contributions which have greatly benefited MEA and its membership. We are really going to miss you!





# Honoring the Best Dispatchers Around!

A week is not enough time to celebrate and honor all of the dispatchers in Police, Fire, Environmental Services and Station 38! These are the men and women who are responsible for staying calm and alert during the most stressful moments of an emergency. Our dispatchers serve as the first and most critical link between the public and emergency services.

If it weren't for our dispatchers who field the calls, there would be a significant

disconnect between the caller and the emergency service responders. Unfortunately, most callers do not get the opportunity to meet the person behind the calm voice after the emergency has passed.

Even with the stress associated with the daily demands of the job, our dispatchers perform their duties with an uncanny ability to stay focused on the acute needs of the caller. Day after day, dispatchers provide

a high level of service to callers, all while working long and often irregular hours.

Celebrating National Dispatchers' Week is a way to show our gratitude to all of our City's dispatchers who have done so much, and often as anonymous heroes. On behalf of the callers who you have helped throughout the year, thank you to all of the dispatchers who have been there when they were needed the most!



**Some San Diego Chargers players stopped by to take some photos and to sit alongside some of our dispatchers as they fielded calls.**







## Dispatcher of the Year

SDPD 911 Dispatcher Jennifer Duffy was nominated for Dispatcher of the Year by one dispatch colleague, but it's clear that she is adored by all of the

dispatchers in the Police Department. Here is what Jennifer's co-worker said in nominating her for the Dispatcher of the Year Award:

"Every Communications center should have an employee like Jennifer Duffy. Jen has worked for the San Diego Police Department as a 911 Dispatcher since June 24, 2005. She is truly a joy to work with and you would be hard-pressed to find someone who doesn't truly enjoy and respect her. Jen is always smiling and laughing and lightens the mood at a job that can be very serious at times. She is also the first to check in with you to offer a shoulder if you need a good cry after a rough call. As a 911 dispatcher, she likes to joke that she is 'The Crazy Whisperer' but she honestly

has a way of getting through to callers and making a connection. She is a great listener and makes you feel truly important whether you are a caller or a co-worker. She is also skilled at formatting incidents that are detailed and thorough while keeping them streamlined and efficient.

Jen takes part in quite a few programs in the Communications Division. She is part of the Labor Management Committee, Activities Committee, Mentor Program and is a Communications Training Officer. Jen has had four trainees this year alone, often taking the "tough" trainees that have been struggling.

What really sets Jen apart though is her dedication and her heart; both to the profession and to her co-workers. Jen volunteered a lot of her time when one of our dispatchers was in need this past year. Dispatcher Jeff Monis needed a kidney transplant and Jen went out of her way to help with fundraisers for him. She helped plan and run a fundraiser at Eastlake Tavern and Bowl that brought out a large group of people and even attracted media attention. In Communications, she designed t-shirt with a "Hello Kidney" on the front so co-workers could show support for Jeff.

Jennifer Duffy is a wonderful example of a dispatcher who loves her job and who truly goes beyond what is expected of her both at work and away from work."

Jennifer has been with the Police Department for 10 years. Her grandfather, Al Rasimas, was a sergeant out of Central and her godfather, Mike Guisti, was a detective out of Vice. When asked if there was a call that still makes her laugh, she lamented that not too many calls make you laugh. Sadly, the ones that stay with you are the calls that break your heart, and there are too many of those to count. Fortunately for Jennifer, she has a great group of co-workers who support and understand the toll this demanding job can take. When asked if she wasn't a dispatcher, what she would do, Jennifer responded, "I really can't imagine having any other job now. I love what I do, even on my worst day. I work with an amazing group of people who live to help others, what more could I ask for?"

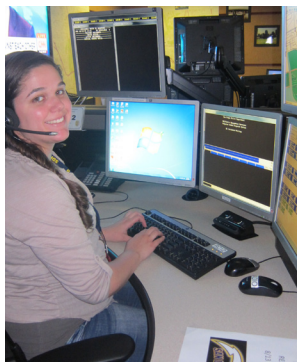
Congratulations Jennifer for being recognized as the Dispatcher of the Year. Thank you for all that you do to support your colleagues and the callers that you have helped throughout the years. MEA is proud to call you a member of our Union family!

## Dispatcher Call of the Year

Last October, a 9-1-1 cell phone call was received by Dispatcher Melissa Raymond.

Melissa could hear an argument in the background and she quickly determined that the female on the line did not know where she was and was unable to speak freely. Knowing that the female caller's safety might be in jeopardy, Melissa switched to a line of questioning that included "yes" and "no" answers. When the caller was unable to even answer those questions, Melissa changed the line of questioning again, this time, to questions that the caller could respond to using numbers.

What was unknown at the time was that the female caller was with a person that she did



not know very well and she did not have her cell phone with her. She asked the suspect if she could use his cell phone to call her boyfriend since he would be worried about her. When the suspect allowed her to use the phone, she immediately called 9-1-1 for help. Later, it was discovered that the suspect would not allow the victim to leave and that she had been beaten to the point that she had lost consciousness. The victim had been covered in blood, to the point that the suspect had the victim shower and change clothes.

While officers were in route, the victim made it clear to Melissa that she was talking to her boyfriend. Melissa allowed the female caller to continue to talk while also gathering

information on what was happening in the background. Melissa could hear the suspect and his demands to speak to the boyfriend that the victim was allegedly on the phone with. Recognizing the imminent danger to the victim if the suspect heard a female voice on the phone and realized she had been lying to him, Melissa immediately got the attention of fellow dispatcher, Sebastian Field.



*continued on page 18...*



# Dispatcher Call of the Year

*continued from page 17...*

Without being briefed on the situation or the type of call, Sebastian immediately plugged into the console alongside Melissa to help on the call. Within seconds, the suspect was on the phone and Sebastian maintained a tone and demeanor which were spot-on for this type of call. The suspect never suspected that he was actually talking to a 9-1-1 dispatcher and Sebastian told him to put the victim back on the phone.

As soon as the officers arrived, they located the victim and the suspect. The victim was transported to a local hospital with a broken nose and several other injuries.

Although it was a tense and disturbing situation, both Melissa and Sebastian were remarkable in their handling of this incident. Their teamwork, calm demeanor, quick thinking

and concern for the caller's safety were crucial to the safe conclusion of this situation. Thank you Sebastian and Melissa for all that you do for every caller who reaches out to 9-1-1 in their time of need.

## Welcome to the MEA Family!

### **Dominic Andeza Dunga**

MEA member Fernand Dunga and his wife, Lani, welcomed their first baby, Dominic Andeza Dunga on June 1, 2015.



### **Holland Grace Graham**

Congratulations to MEA member Nancy Graham and her husband who welcomed their first baby, Holland Grace Graham on November 29, 2014.



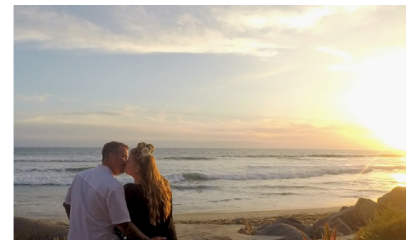
### **Clark Anthony Hadley**

Congratulations to Patrick Hadley and his wife who recently welcomed their second child to their family. Clark Anthony Hadley was born on August 14<sup>th</sup> and weighed 8lbs, 7oz.



## Congratulations

Congratulations to MEA Boardmember Stephanie Clark who married Michael Hoover on May 5, 2015. The couple got married in Oceanside and honeymooned in Hawaii where they enjoyed a lot of outdoor activities. The newlyweds went snorkeling, zip lining, sky diving, site seeing around volcanoes and they even went to a traditional Hawaiian luau. The couple's first date was at Starbucks where they played a friendly game of dominoes. Stephanie and Michael married on their two year anniversary. Congratulations Stephanie, we wish you and your husband a lifetime and laughter and happiness!





# Reflecting Back and Looking Forward

MEA would like to acknowledge the many contributions and years of service of recently retired MEA-represented City employees. We wish you all the best as you embark on the next chapter of your life!



## Rod Van Orden

I have been with the City for a total of 26 years and I retired as a Programmer Analyst III in the San Diego Police Department.

I have so many memories with the City, but I will especially remember the day that President Bill Clinton and Attorney General Janet Reno came to Police Headquarters. Both gave big speeches to our department, though I must admit, I can't remember a word of what either said. I do remember, however, that all of the women in our department kept talking about how handsome Bill Clinton was in person.

I had the great fortune of working with a great group of people. On most mornings, I'd start the day by pouring a cup of coffee, then checking in with the work group to see if anything had happened during the night with the dispatch system (which we were responsible for maintaining). Our group consisted of 3 or 4 people, and we worked closely with the Data

Services Division which had around 70 employees. Even with the larger group, we always celebrated when someone would retire and we'd have a lunch or activity planned.

We also celebrated holidays and would have a pre-Thanksgiving and Christmas potluck. We always made a point to invite the Chief and Assistant Chiefs who would always stop in. Our division was under Assistant Chief Walt Vasquez who would always make a point to stop by. Even though Walt Vasquez is now the Chief of Police in La Mesa, my wife and I have the fortunate of still seeing him through the American Legion in La Mesa.

Another memory that stands out during my tenure with the City is the day that I was able to track down a homeless person downtown after he had lost his wallet right in front of Headquarters. He had escaped the Katrina Hurricane mess in New Orleans and he was now in San Diego. The man didn't have a place to stay or any money, and even his free taco coupons had expired. My co-workers were very generous and I was able to take up a collection for him. When he came to retrieve his wallet, we were able to put some cash in it before we gave it back. He was really grateful and just cried. He said that it was the first time that he had been treated decently anywhere. I welcomed him to San Diego, and told him that this is how we do things here. I will never forget the look on his face.

I've been retired for a few months, and so far, I'm enjoying the fact that I don't look at the calendar too often. Sometimes, I have no idea what day of the week it is! With my savings from DROP, my wife and I have paid off bills so we'll be debt free as we start this next chapter of our lives together. I am retired, and my wife is pursuing an active career as a freelance journalist with several newspapers in San Diego County. We did, however, splurge on one thing. For my wife's birthday, I surprised her with a 2015 metallic blue Dodge Challenger! We were staying at the La Jolla Lodge, and I had the dealership park it in front. She was very surprised and excited! Ten days later, I also acquired a brand new, bright white Dodge Challenger.

I just want to add that in my 26 years with the City of San Diego, I learned a valuable lesson, which is, if you work union, you live better. Thank you MEA, you saved my life by negotiating the very best medical benefits available.





# MEA **Making Us Proud** members

## Thanks to Carey Goldstein

Ranger Carey,

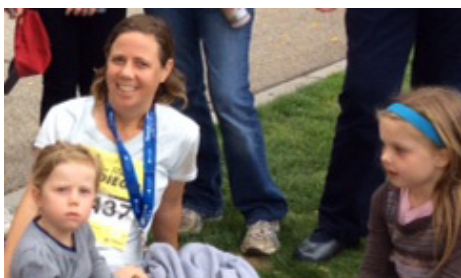
Thank you so much for leading our group of Girl Scout Daisies on a nature walk last week on the Del Sur Trails! I really appreciated how quickly you were able to put together the event (since our previously scheduled plan had fallen through). You took the girls' ages into account when you planned the content and the route, and it worked perfectly! You were knowledgeable about the area, including the local flora and fauna, and it was super fun how you brought along horehound candies for the girls to try, while teaching about the related plant.

Thanks again!  
Katie Harris



## Congratulations to Park Designer Shamli Tarbell

In June, Shamli ran the Rock n Roll Marathon which is 26.2 miles! What an accomplishment Shamli!



## Employee Appreciation Month

Congratulations to all City employees who were recognized by the Mayor and Council who proclaimed the month of August 2015 to be City of San Diego Employee Appreciation Month. Special thanks to Council Pro Tem Marti Emerald for reminding her colleagues of the considerable sacrifices made by City employees in order to keep the City afloat during the tough financial years.



## Chief Operating Officer Scott Chadwick Praises Hanadi Arjan

Department's Customer Service Rep. Hanadi Arjan. I had to switch my water bill. Don't know if she knew who I was which makes me appreciate the great service even more! Keep up the great work!

Scott Chadwick

## Acknowledging Victor Johnson



*We just wanted to send a quick email regarding Center Director Victor Johnson. Victor is professional, understanding, and on top*

*of any issue that occurs at the Municipal Gymnasium. The staff and facility have never operated better. During the last roof renovation Victor went to great lengths to make sure roof work was scheduled around our leagues. With over 80 teams participating in leagues weekly a gym closure could have impacted nearly 800 basketball players in San Diego. It is a pleasure to work with Victor as a renter with the City of San Diego. We appreciate you and your staff's hard work. Thanks.*

*Rob, San Diego Basketball*

## Recognizing the employees who make Los Penasquitos Canyon Preserve such a desirable spot!

During his stay in San Diego, Mick Jagger tweeted his fans about his great hike on Shaw Valley Trail. Kudos to all of the employees who make the area such a great attraction for outdoor enthusiasts.







## Thanks to Nicole Otjens

One day my 18 year old granddaughter took her 7 year old cousin to the playground at the La Jolla Rec Center.

They came home without the little one's teddy bear. Disaster!

I called the Rec Center and although it was already dark and pretty cold out there, Nicole went out to the park and called to tell me where she had found it. I thought what she did was special.

Sincerely,  
Fran Zimmerman

## Kudos to Park Rangers Kim Duclo and Carina Weber and Grounds Maintenance Supervisor Sal Serrano

Rangers Kim Duclo and Carina Weber supervised over 250 volunteers in removing many truckloads of palm fronds from Palm Canyon in Balboa Park.

This effort resulted in a more groomed and attractive canyon for visitors to enjoy. A big thank you to Kim, Carina and Grounds Maintenance Supervisor Sal Serrano for all of their help and support with the project!



## Acknowledging Carol Wright and Cynthia Comacho

Dear Mayor Faulconer,  
It's often enough, I think, that residents complain about public services and the people who deliver the goods, i.e., public employees. So let me instead praise two employees who go the extra mile on a daily basis. Carol Wright is our Area Manager and she's attentive to our needs and eminently approachable. When the community voices a legitimate need, Mrs. Wright goes out of her way to try to make it happen. Though Ms. Wright is often constrained by budget limitations, short of that, she does her darndest to fulfill the requests and needs of the community.

Miss Cynthia Comacho is our Recreation Center Director. Miss Comacho came to our park about a year ago, and has made a significant difference in how the park is managed and maintained. She works wonders facilitating between the diverse needs of the hundreds, maybe thousands, of people who use the park weekly. Miss Comacho is an employee to promote as soon as possible.

Very truly yours, Anthony Mournian

# SHOW US YOUR VIEWPOINT

The Viewpoint features a section of MEA members photographed with their Viewpoint in different locations throughout the world. So on your next trip, don't forget to pack your Viewpoint and take a picture. If your photograph is featured, you will receive a pair of movie tickets.



MEA member Phet Guiney brought along her Viewpoint on her trips to the Bahamas and Catalina.



Natalie de Freitas remembered her Viewpoint on her trip to Japan. Natalie visited Kamakura, Miyajima Island and Sensoji.





## Catastrophic Leave Requests

The following MEA members have established catastrophic leave accounts and request your generosity in helping donate annual leave in their time of need. If you are able to help, please contact your Payroll Specialist for the proper paperwork. Every hour helps!

### Joe Storniolo

For over the past 5 years my wife has had serious health issues due to bariatric and intestinal illness. She has had to undergo multiple surgeries and hospitalizations with her last hospitalization as recent as three weeks ago. During this time it has been impossible for me to build up any leave hours and have had to go with no pay on some occasions.

During her last hospital stay I was visiting her and received a phone call that my son had been assaulted at Petco Park following a Padre game. He had been punched in the mouth breaking his upper jaw, knocking out his front tooth and damaging three others. While the surgeon was able to save three teeth one is gone and the jaw needed to be repaired with a metal bracket and pins implanted for six months giving the bones time to heal. There will be procedures done during the next six months during the healing process.

Both my wife and son were discharged last week and I am caring for both at home. There is constant need for cleaning to prevent infection and nutrition (spoon feeding baby food) for my son. I also must care for my wife during this time. I know many of you have worked hard over the years as I have to accumulate your time which is precious but if you are able to help my family with a donation of any kind I would deeply appreciate it.

### Ma. Teresa T. Dominguez

I am in need of assistance and hope that you will be able to contribute some of your hard earned leave time to me. In 2013, I was off work for one month due to medical reasons. I depleted the majority of my leave time and have not been able to increase it due to another on-going medical condition which has affected me for over a year now. I have been scheduled for surgery and will be off work for 6 weeks. Afterward, I will be able to return to work but only on part time basis until the beginning of 2016. I have elected to do a Medical Leave Bank instead of a Catastrophic Leave bank as I feel that since I am requesting you to give me some of your leave time, it is only fair that I should pay taxes for this.

For whatever time you can contribute to my medical leave bank, my family and I thank you whole heartedly.

### Carolyn Carr

I am a 25 year career employee with the City of San Diego. I suffered a City injury in 2012, and will now need surgery to finally correct the issue that has plagued me for over 10 years. I have used up all of my leave time due to a hand issue that required appointments. I feel that I cannot become homeless while trying to get well. Any time that you can donate would be greatly appreciated.

Thanking you in advance.

## new MEA members

Alejandra Gonzalez Nava	Jesus Antonio De Castro	Natalia Torres
Alexander Diaz	Jocker Alejandro	Nestor Lopez II
Alexander Flores	John Bayliss	Norman Hester
Amani Van Reed	John Crago III	Patrick Long
Amber Arevalo	Jorge Alfonso	Patti Byer
Ana Hermosillo	Jose Lopez	Paul Esteban
Aneesah Kamasan	Joshua Adelman	Peter Hutchison
Angel Morales	Joshua Rambo	Pierre Saladin
Angeli Castillejos	Juan Anguiano	Rachel Kenaga
Angelina Salcedo	Juan Espindola	Raymond Iadanza
Angelita Jaro	Karen Clipper	Ricardo Calzada-Perez
Arthur Hodges IV	Karl Kosmas	Ricardo Sanchez
Aubrey Koehn	Kenner Guerrero	Robert Canton
Aurora Brown	Kevin Byron	Robert Mordenti
Baruc Bravo	Kimberly Marsh	Robin Hines
Bien Patrick Bondoc	Kristine Morales-Estepa	Ronald Famorcan
Brandon McKee	Krystle Beal	Rut Mercader Bullich
Brian Abeel	Kurtis Steinert	Saira Nunez
Cecilia Ponce	Lawanna Epton	Salam Younan
Chelsea Tripp	Lena Georges	Samantha Moreno
Cherie Moody	Lindsey Sebastian	Sarah Levy
Christopher Jensen	Ling Bon Lo	Scott Kolstad
Chun Yu Chan	Lisa Nguyen	Shamli Tarbell
Cori Hoch	Lori Radcliffe-Meyers	Sharon Snelling
Corinne McLaughlin	Lorne Hampton	Si Phan
Crystal Schmidt	Luke Bromley	Solomon Kumbi
Dana Garrett	Maecel Rejas	Stephen Guarente
Daniel Neri	Manilyn Dancel	Susan Morrison
Daniel Pizano	Marcel Hetu	Susan Salinas Ramos
Darryl Aubrey	Maria Jimenez	Tanya Felix
David Sillas	Mart Ramirez	Tina Blake Geter
David Yorba	Martha Brownlee	Tracye Smith
Delza Shafer	Matteo Locatelli	Travis Whitney
Diana Garcia	Melissa Mahala	Vanessa Kohakura
Efren Lopez	Michael Bowden	Virgil White
Elias Jauregui	Michael Griffin	Yesenia Cepeda
Emad Zaya	Monica Morlett	
Emanuel Alforja		
Eugenia Smith		
Felipe Medina		
Frank Cardenas		
Gabriel Rodriguez		
Gema Espindola		
Gregory Zeitounian		
Heidi Hall		
Hugo Castaneda Jr.		
Irene Kyung		
Jacob Rivera		
Jamal McRae		
Jamal Sherzai		
James Bray Jr.		
James Stringer		
Jane-Marie Fajardo		
Jared Skinner		
Jeanette Diaz		
Jeffrey McRaney		





# MEA Discount Tickets for Members

Please call or stop by the MEA office for your discount tickets.

events

Discount Ticket	MEA Price	Regular Price
<b>San Diego Zoo Deluxe Package</b>		
Adults	<b>\$40.75</b>	\$48.00
Children (Ages 3-11)	<b>\$32.25</b>	\$38.00
<b>San Diego Safari Park Deluxe Package</b>		
Adults	<b>\$40.75</b>	\$48.00
Children (Ages 3-11)	<b>\$32.25</b>	\$38.00
<b>K1 Speedway</b> (Must be 4'11")	<b>\$15.00</b>	\$25.95
<b>AMC Unrestricted Reading</b>	<b>\$8.00</b>	
<b>Regal Unrestricted</b>	<b>\$7.50</b>	
<b>Regal Unrestricted</b>	<b>\$8.50</b>	

*Prices subject to change without notice*

The following tickets are available through MEA's website only:

<b>Sea World</b>		
Adult Day Pass	<b>\$69.00</b>	\$86.00
Adult Fun Card	<b>\$83.00</b>	\$89.00
Child Day Pass	<b>\$69.00</b>	\$83.00
Child Fun Card	<b>\$83.00</b>	\$83.00
<b>Aquatica</b>		
Adult Day Pass	<b>\$35.00</b>	\$37.00
Child Day Pass	<b>\$29.00</b>	\$31.00
<b>Legoland</b>		
Adult Day Pass	<b>\$71.00</b>	\$85.00
Adult Hopper	<b>\$76.00</b>	\$109.00
Child Day Pass	<b>\$66.00</b>	\$79.00
Child Hopper	<b>\$71.00</b>	\$103.00
<b>Six Flags Magic Mountain</b>	<b>\$41.99</b>	\$69.99
<b>Knott's Berry Farm</b>		
Adult Day Pass	<b>\$35.00</b>	\$67.00
Child Day Pass	<b>\$29.00</b>	\$35.00

## September

3: Finance and Executive Committee meetings  
7: MEA Closed for Labor Day  
9: Executive Committee and Board of Directors meetings  
13: National Grandparents Day  
22: Steward meeting  
24: Executive Committee meeting

## October

14: Executive Committee and Board of Directors meetings  
16: Boss's Day  
22: Executive Committee meeting  
27: Steward meeting  
31: Halloween

## November

1: Daylight Savings Time ends  
5: Finance and Executive Committee meetings  
11: MEA closed for Veteran's Day  
18: Executive Committee and Board of Directors meetings  
24: Steward meeting  
26: MEA closed for Thanksgiving

## December

3: Finance and Executive Committee meetings  
9: Executive Committee and Board of Directors meetings  
12: MEA Holiday Party  
25: MEA closed Christmas through New Year's Day

## January

1: New Year's Day  
7: Finance and Executive Committee meetings  
13: Executive Committee and Board of Directors meetings  
18: Martin Luther King Day  
26: Steward meeting  
28: Executive Committee meeting

## February

2: Groundhog Day  
4: Finance and Executive Committee meetings  
10: Executive Committee and Board of Directors meetings  
14: Valentine's Day  
15: Presidents' Day  
23: Steward meeting  
25: Executive Committee meeting





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The Viewpoint is distributed to more than 5,000 readers including MEA members, retirees, business leaders and elected officials.

Advertising your business in MEA's semi-annual publication is a great way to reach a new consumer base to grow and expand your business. We offer competitive advertising rates and a special discount to MEA members.

To advertise in an upcoming Viewpoint edition, please contact Lora Fleming at (619) 264-6632.



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